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Promoting Women's Wellness

January 1996 Issue #5
Newsletter for the McMaster Research Centre for the Promotion of Women's Health (MRCPOWH)

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I UPDATE . . . .

As you will see from the contents of this newsletter, the researchers at MRCPOWH (merk´ pow) have been busy completing, initiating or continuing many projects. A number of our graduate students have completed their participatory research; others have ongoing research programs with us.

Most notable are the community achievements on women, work and health. MRCPOWH's Immigrant Women, Work and Health Advisory Committee hosted a second Share and Tell evening for immigrant women's groups; young single mothers have been presenting the results of their research projects at a number of sites; women working with family law have initiated an action support group; an immigrant women's group has successfully implemented strategies to resolve occupation health and equity issues in their food processing plant. The requests are mounting from community groups for further research. We welcome new researchers to meet the demands.

In the meantime, the researchers have been presenting results of their work nationally and internationally in Montreal, Winnipeg, Vancouver and France. Vivienne Walters, Rhonda Lenton and Marie McKeary have completed *Women's Health in the Context of Women's Lives* for Health Canada, and Mary O'Connor collaborated with W.E. Thurston (University of Calgary) to produce a background paper on women's health promotion for the upcoming bi-lateral US/Canada Forum on Women's Health.

MRCPOWH and other women's health research centres have been busy responding to the Women's Health Bureau's call for proposals for Centres of Excellence for Women's Health. We are pleased to inform our readers that we have learned that our application is one of the successful Stage I candidates and is invited to proceed to Stage II of the application.

MRCPOWH is one of the four establishing partners of the proposed Centre of Excellence for Research in Women's Health named ***Community/Academy Consortium***. The consortium partners and contact persons are:

- McMaster Research Centre for the Promotion of Women's Health, McMaster University (Işık Urla Zeytinoğlu)
- Centre for Research on Violence Against Women and Children, London (Lorraine Greaves)
- Centre for Research and Education in Human Services, Kitchener (Kristine Sisson)
- Toronto Community-Academic Partnership (Ana Parades)

As we move into the 10th anniversary of the Ottawa Charter, health promotion is on the agenda of a number of national fronts. Health Promotion research centres sent representatives to an Ottawa meeting in November, while they will meet again at the 4th National Conference on health promotion in Montreal in June. The focus will be on articulating the links between health promotion and population health. The Canadian Public Health Association continues its *Perspectives on Health promotion* project working towards a national consensus at the Vancouver annual meeting in July 1996.

Finally, we warmly congratulate our colleague **Patricia Daenzer** from the School of Social Work

on her appointment as the new **Director** of the **McMaster Women's Studies Programme**. We are looking forward to a continuing collaboration and friendship with the Programme and offer our full support to Pat in her new post.

We wish to express our deep gratitude to the "retiring" Director of the Women's Studies Programme, **Joan Coldwell**, for her unfailing support and friendship. Her dedication, her leadership, her generosity and her wit will be fondly remembered. Best wishes, Joan, in your new endeavours.

II MRCPOWH WORKSHOP SERIES

All workshops were well attended by faculty, students and community representatives and provided a forum for stimulating discussions. Many thanks to **Kamlesh Minocha,** a 3rd year student of Sociology, for her competent help in ensuring effective publicity and public relations.

WORKSHOP #11

On October 3rd 1995, **Patricia Daenzer**, a MRCPOWH Affiliate from the Department of Social Work, who recently published a book on **Regulating Class Privilege: Immigrant Servants in Canada, 1940-1990**, facilitated a workshop on ***"The Process of Health Awareness among Black Women"***.

Pat Daenzer presented the first findings of her study funded by MRCPOWH and started in 1992 with a group of Anglophone Black mothers and mothers of Black children. In the study, sessions took the shape of focus groups on health knowledge, seminars on health issues and discussions " to deconstruct what women had learned about themselves". Pre and post-seminar surveys based on a participatory methodology were answered. The experience revealed vast differences between women related to cultural differences within the community, to different ways of knowing, to different health experiences. Sharing one's experience and one's knowledge publicly had a validating and empowering effect on the participants, several of whom were present at the workshop.

According to Pat Daenzer, those differences exist both in tension with and are complementary to western traditional knowledge. The post-seminar survey showed that during the seminars, the women clarified health priorities, identified their knowledge gaps and altered some attitudes to health caring. The survey and seminars indicated that the participants in this project have a broader need for sustained health education which must include cross-cultural health issues sharing.

In the course of the sessions and as indicated by the surveys, a shifting occurred which denoted a decreasing interest in conventional healthcare and a gradual interest for ways of knowing and healing that are more experiential and more culturally grounded. Proof was then received that knowledge was not as correlated to education as initially thought.

WORKSHOP #12

On October 24, 1995, **Christine Walsh**, Masters Program in Social Work, McMaster University, conducted a workshop on **A Young Mothers' Social Support Study**. She was assisted by three participating young mothers, Samantha Derbyshire, Shannon Thomas, and Linda Goguen. The study brought together eleven women who had had teen pregnancies. Walsh presented the background to the study, the negative images about young mothers (e.g. poor educational and occupation outcomes), as well as the statistics (e.g. that they actually come off welfare at the same rate as others). Both Walsh and the young mothers talked about the outcomes of the group process, including getting support from each other, increased self-esteem, and now experience in presenting their project to the public at a number of sites.

The study is now completed. A final get together was held at Christmas, supported by MRCPOWH and the Catholic Women's League of St. Joseph's Church, Hamilton.

WORKSHOP #13

On November 21st, **Julia O'Connor**, from the Department of Sociology, spoke on ***Gender, Citizenship and Labour Market Equality Strategies***. She first defined key concepts. Civil citizenship, established in the 18th century is foundational to property rights. Political citizenship, established in the 19th century is foundational to the right to vote and to organize. Both citizenships, under their apparent universality and gender

neutrality have historically often excluded women.

The focal point of the presentation was social citizenship, established in the twentieth century, which is foundational to social welfare and security rights. Following S.P. Anderson's, **The Three Worlds of Welfare Capitalism**, Julia O'Connor remarked that one should consider three dimensions when analyzing the concept of social citizenship: 1) rights and decommodification (access to services independent from access to labour market) 2) rights and criteria of access to eligibility (ex: social insurance) 3) rights and types of relation (state dependant in a social-democratic regime; market dependant in a liberal regime; family dependant in a conservative regime).

The interaction of gender and class reveals that even in the area of social citizenship and as women participate more equally in the labour market, vast improvements are needed to ensure women's rights, particularly around pay equity, employment equity and childcare.

Julia O'Connor also pointed to the following facts: Canada is identified as a liberal welfare state. This is reflected in a heavy reliance on the market; for example, childcare is not a citizenship right in Canada. Yet, there is a progressive withdrawal of federal government in the provision of services. Also, only 15% of the population eligible for assistance actually receive assistance. Finally, in Canada, there exists a gender-based occupational segregation and gender-based wage difference.

In the light of those facts, concern was expressed and the question was raised as to what will happen to social citizenship - particularly in the case of women - when there is not enough employment in a context where services are attached to employment situation?

The relationship between women's work and women's worth has profound consequences for their mental health.

F. Paltiel
***Women & Health*, 12, 1988, p190**

III PARTICIPATION AT CONFERENCES

Margaret A. Denton, Barbara Carson and Ingrid Fell presented a paper entitled, **"Working in Someone's Home: Challenges and Opportunities"** at the *Twelfth Annual McMaster Summer Institute on Gerontology*, June 15,1995, Hamilton, Ontario.

Margaret A. Denton and Karen Barber presented a paper entitled **"Home as the Workplace: Healthy Work Environments for Home Support Workers?"** at the *Canadian Association of Gerontology Meeting*, October 26-29, 1995, Vancouver, B.C.

Maroussia Hajdukowski-Ahmed with Myrna Pond and Işık Urla Zeytinoğlu presented a paper entitled **"Working Together with Immigrant Women on Health Promotion Projects, Using Participatory/Action Research. Achievements and Challenges"**, at the Third National Conference of the Canadian Council of Multicultural Health *"Innovating in Hard Times"*, held in Montreal on May 17-20, 1995.

Maroussia Hajdukowski-Ahmed presented a paper entitled **"Dialogism and Ethno-Cultural Diversity: a Constructive Challenge to Canadian Identity"**, at the Thirteenth Biennial Conference *"Canada in Crisis"*, Canadian Ethnic Studies Association, Winnipeg, Oct. 20-23, 1995.

Maroussia Hajdukowski-Ahmed with Myrna Pond and Işık Urla Zeytinoğlu presented a paper entitled **"Health Promotion in a Multicultural Context: Epistemological, Ethical and Political Considerations"**, at the Thirteenth Biennial Conference *"Canada in Crisis"*, Canadian Ethnic Studies Association, Winnipeg, Oct. 20-23, 1995.

Maroussia Hajdukowski-Ahmed presented a paper entitled **"Dialogisme et sciences sociales: théorie critique ou pratique théorique?"**, International Conference on *"Bakhtine et la pensée dialogique"*, Cerisy-la-Salle, France, Aug. 4-9, 1995.

Mary O'Connor attended a **Meeting of the Health Promotion Research Centres** in Ottawa Nov. 30-Dec. 2, 1995. There were representatives from fourteen research centres across Canada and Health Canada's Health Promotion Development Division.

Mary O'Connor attended a regional consensus-building workshop in Waterloo hosted by the Canadian Public Health Association ***Perspectives on Health Promotion*** project (7 Nov. 1995).

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UPCOMING CONFERENCES

Praxis ♀ Nexus Conference will be held January 18-20, 1996 in Victoria, B.C. For further information contact Pamela Moss, tel: (604) 721-7347 or Fax: (604) 721-6216.

Linking Research and Action to Promote Health, February 15 & 16 1996, Saskatoon, SK. For more information contact: Prairie Region Health Promotion Research Centre, University of Saskatchewan. Tel: (306) 966-7939; Fax:(306) 966-7920.

Canada/US Women's Health Forum, Ottawa, March 18-20, 1996. For further information tel: (613) 952-0795 or Fax (613)941-8592.

World Congress on Occupational Health and Safety will be held April 22-26, 1996 in Madrid, Spain. For further information contact: Secretaria del XIV Congreso Mundial Sobre Salud Y, Seguridad en El Trabajo, I.N.S.H.T., C/ Torrelaguna, 73, 28027 MADRID (Espana).

Canadian Heart Health Network Conference - **Building Connections for Action in Heart Health: Working with the Media, Professional, Private and Public Sectors,** May 23-25, 1996, Calgary, Alberta. For more information tel. (403) 427-2653 or fax (403) 427-25ll.

The First World Conference on Breast Cancer, June 2-5, 1996, Kingston, Ontario. For further Information contact: World Conference on Breast Cancer, The Ban Righ Centre, 32 Queen's Crescent, KINGSTON ON K7L 3N6. Tel. (613) 545-6000 ext. 5359 or Fax (613) 545-6904.

Ontario Community Support Association and Ontario Home Care Programs Association Joint Conference, June 4-6, 1996, Toronto, Ontario. For more information Fax: (905) 332-1587.

Health Promotion and Population Health: A Meeting of Ideals, June 9-12, 1996, Montreal, Quebec. For more information please contact: Louise Potvin, Fourth Canadian Conference on Health Promotion, GRIS - Université de Montréal, C.P. 6128, succursale Centre-ville, Montreal, Quebec H3C 3J7.

The **Learned Societies Congress,** June 1996, Brock University, St. Catharines, Ontario. For more information, Tel: (905) 688-5550, Fax: (905) 688-6070 or e-mail: learneds@spectar.ac.brock.ca.

International Association of Health Policy, June 13-16, 1996, Montreal, Quebec. For additional information telephone (514) 343-6492.

Teaching to Promote Women's Health, An International Multidisciplinary Conference, Toronto, June 13-15, 1996. For further information Tel: (416) 862-9067 or Fax (416) 862-2238.

IV CURRENT RESEARCH PROJECTS FUNDED BY MRCPOWH

Healthy Work Environments in Community Based Health and Social Service Agencies

A first draft of a report entitled ***Healthy Work Environments in Community Based Health and Social Service Agencies Stage One Report: Focus Group Findings*** is now complete and Steering Committee members are working to put this report into final format. It presents the findings from 19 focus groups of homecare workers who met to discuss their work and health. These participants discussed both the positive and negative impact of work on their health. Health problems included work-related stress as well as physical health problems. Several work-related health factors are discussed. Those interested in the project can contact: **Margaret Denton**, tel: 525-9140, x23923 e-mail: mdenton@mcmaster.ca.

Immigrant Women/Work and Health

Maroussia Hajdukowski-Ahmed, Principal Investigator, **Myrna Pond**, Research Assistant, and **Işık Urla Zeytinoğlu**, Collaborator, are working on five different projects funded by MRCPOWH.

The Advisory Committee organized a second ***Share and Tell*** event called ***"Plan and Tell"*** at the Hamilton Wentworth District Health Council on November 14th.

At the ***Plan and Tell*** event, Myrna Pond facilitated a discussion on priority issues as defined by immigrant women in Hamilton. These issues were: 1) Mental health 2) Accreditation and validation of education/experience 3) The effects of government cuts on services for immigrant women and possible responses to those cuts 4) Young families and parenting. In four focus groups, women identified resources and strategies for change. Questionnaires filled at the end of the evening indicated a high level of satisfaction with this second ***Share and Tell*** event and participants wished to continue the series.

The **Immigrant Women Action Groups** are:

The **"Worksite Action Group"**, in a food processing plant, has successfully implemented strategies to resolve occupational health and equity issues. Completed.

The "**Cultural Interpreters"** have identified stress as their issue, created a support group. Present circumstances, forced them to disband, but, they are now considering organizing themselves as a self-employed professional group.

The **"De Mujer a Mujer"** Action Group" (Latin American women) is presently conducting health promotion workshop series designed to answer earlier identified needs. Experts were invited to facilitate workshops on:

1. Focus group and workshop facilitation (Ana Carias, R.N., Planned Parenthood).
2. Self-esteem building: "Rediscubriendo mi Potencial" (Patricia Grunauer-Spinner, social worker, Catholic Family Services).
3. Parenting (P. Grunauer - Spinner) .

The**" Hamilton Indian Women Action Group"** is organizing various workshops to alleviate stress related to work and to the conditions of immigration. In progress.

The "**Survivors of Torture Action Group"** has defined mental health issues and constituted itself as a support group and designed health promotion strategies to answer their needs. In progress.

For more information contact: **Maroussia Hajdukowski-Ahmed**, tel: 525-9140, ext. 23758, ahmedm@mcmaster.ca.

And more recently, a group of East Indian young women has started a health promotion project in a local high school. This project is coordinated by **Nazilla Khanlou** and **Maroussia Hajdukowski-Ahmed** and is also a project for a Ph.D. course in Nursing.

> Adjusting to a society with vastly different value systems can be highly stressful, as it threatens the individual's confidence in mastering social situations and solving problems. Values embedded in the host country's social and governmental agencies may lead to confusion and ambiguity.
>
> R. Lee,
> *The Canadian Nurse*, Oct. 94, p.28

Women with Chronic Physical Disabilities: Women and Multiple Sclerosis.

Funding by MRCPOWH and Hamilton-Wentworth Home Care and by the McMaster Arts Research Board allowed women with MS to come together to discuss their support needs and to decide on further action. The project produced a report to the Regional Government concerning the Disabled and Aged Regional Transport System which was a main concern for the women. As one participant claimed, "If we don't have [transportation] we have nothing." Another presentation was given to second-year medical students on the needs of women with multiple sclerosis. The major report of the project is being presented to Hamilton Wentworth Home Care. Further papers are now being prepared by Mary O'Connor, Jacqueline Low and Julia Shelley. Contact person: **Mary O'Connor**, 525-9140, ext. 23731 (e-mail: moconnor@mcmaster.ca).

Grassroots Communities Action and Research Program

This community led initiative funded by MRCPOWH had collected a series of powerful stories from women in the Hamilton Region about women, work and health. Authors of the stories include social service workers, teen mothers, immigrant women, native women, women in prison, workers in women's shelters, and activists, among others. An introduction is being written and the collection will be submitted to a publisher this term. Contact person: **Mary O'Connor**, 525-9140, ext. 23731 (e-mail: moconnor@mcmaster.ca) and Marcela Krautter, 529-8941.

> Women's caring role is constructed through a network of social and economic relations, within both the home and the workplace in which women take responsibility for meeting the emotional and material needs not only of husband and children, but of the elderly, the handicapped, the sick and the unhappy.
>
> H. Graham in *A Labour of Love: Women, Work & Caring*, 1983, p22

Positive Work Environments for Women with Disabilities

A Steering Committee consisting of academic and community investigators are continuing to work on this project funded by MRCPOWH and McMaster Arts Research Board. Six focus groups with persons with disabilities in paid jobs or in volunteer jobs met in Spring 1995. In the summer focus groups data were transcribed and coded for analysis. Data is now being analyzed and a draft report of the results will be prepared shortly. Those interested in the project can contact: **Işık Urla Zeytinoğlu**, telephone 525-9140 ext. 23957, e-mail: zeytino@mcmaster.ca.

A Consumer-Designed Program to Address the Needs of Mothers who Access the Family Law System: Community Consultation Phase I

This project conducted by **Karen Bridgman-Acker**, community researcher, and **Jane Aronson**, School of Social Work, utilized a participatory research methodology to explore the experiences, concerns and needs of mothers as they work their way through the family law system. Fifty women participated in nine focus groups to talk about their experiences and to offer suggestions for providing assistance to women in the future.

The Mothers Family Law Advocacy Project is a group formed by mothers for mothers in Hamilton. Members designed the research question and assisted in facilitating and recording the focus groups. They are acting in an advisory capacity to the researchers as the data collected in the discussions is analysed and included in a report currently being prepared.

The two themes which emerged in the consultation phase suggest a lack of information and a lack of support available to women and children, resulting in feelings of powerlessness and isolation. Currently, the Mothers Family Law Advocacy Project is supporting the development of a local self-help support group for women, organized by women who are going through the family law system. Any women interested in this group or the research can contact **Karen Bridgman-Acker** at 527-3823 ext 2433.

Health Experiences and Indicators among Black Female Sole Parents in Hamilton-Wentworth

Patricia Daenzer, School of Social Work, is conducting this project. The work comprised two complementary phases of research and health education which occurred over a period of twelve months. The majority of respondents were Anglophone Black women. Mothers of Black children and other women of colour also participated in the health promotion process. Most of the women participants were born outside of Canada. Attendance and participation at the seminars ranged from 49-17 depending on the subject being discussed.

Structured instrumentation which evaluated pre- and post-seminars attitudes to health issues and

female health care was supported by focussed discussions in open groups. Completion of the survey instrument was voluntary; (40% of the women responded). The results of the survey were shared with all of the women in the group, and at an open seminar sponsored by MRCPOWH in October, 1995. (See p1, Workshop #11.) Those interested in the project can contact: **Pat Daenzer**, tel: 525-9140 ext. 23790.

Work, Stress & Health: A Study of Female Social Workers at Three Children's Aid Societies

Nora Gold, School of Social Work, has completed the data collection for this project, which explores the relationship between the health problems of social workers working in the field of child welfare, the type of work they do and the organizational characteristics of the agencies where they work. Focus groups have been conducted with the social workers at the Hamilton-Wentworth CAS and the Catholic CAS, and the Brant CAS. Nora is now at the stage of analyzing data and will soon meet with the participants of the focus groups to share the results and discuss what they can do to alleviate some of the work-related stress they talked about in the discussions. Those interested in the project can contact **Nora Gold**, tel: 525-9140 ext. 23791.

Health Promotion Strategies for Women who have Undergone Female Genital Mutilation

Phase 1 of a 3-phase project conducted by **Jocelyn Hezekiah**, School of Nursing, is near completion. It consisted of personal interviews and focus group discussions with the principal and two of the co-investigators as facilitators. The data, with the permission of the women, were tape-recorded and analyzed for themes and strategies that would empower them to take action in their encounter with health care personnel.

Information sessions were conducted with both the Ethiopian and the Somali communities and four (4) focus groups were formed. All groups met twice for 1-4 hours each session. Group sizes ranged from 5-11 women. As well, individual interviews were conducted with two (2) women from each community. The findings were shared with the women in both communities. In addition, the project findings were presented in Montreal at the Third National Conference of the Canadian Council of Multicultural Health, May 1995; at an International Nursing Conference in Zhuhai, China, July 1995 and at a Women's Health Office Seminar in October, 1995.

A Health Promotion Project with Immigrant Women Survivors of Torture

For 1996, a few participants in the support group expressed a desire to move into more concrete action with the group. **Myrna Pond**, School of Nursing, and **Minoo Faragheh**, Community Researcher, will interview several members of the group as part of their qualitative research project. It is expected that themes and descriptions of the needs and lives of these women will be voiced. From preliminary data, these needs include language fluency, jobs, social and emotional support. We plan to share these stories with the women themselves, health care providers, and the community. The findings will be presented at upcoming workshops and conferences on immigrant women and health promotion. The intent of this stage of the project is to start the process of empowering women to get their own needs met and to act as resource supports for others. For further information please call **Minoo Faragheh** at (905) 524-5026.

NEW PROJECTS OF GRADUATE STUDENTS

Elizabeth Graham, Department of Sociology, is conducting a research project entitled ***Hamilton Women and Their Menstrual Experiences.*** The purpose of this research as part of a Ph.D. course on qualitative methods in the Faculty of Health Sciences is to investigate menstrual experiences as social constructions. Emphasis will be placed on how the women feel language and ideal body images have affected their menstrual experiences. Specific attention will be given to euphemisms, medical terminology, menstrual product advertisements (for both language and image). Other areas of exploration will be determined by the women who participate in the research.

This research can be useful to the medical community. It will give them a better sense of menstruation from the perspective of women, as well as, encourage them to look at the menstrual

experience as more than a biological function.

Nazilla Khanlou, Faculty of Health Sciences, is conducting a research project entitled ***East Indian High School Women Research the Effects of their Contextual Experiences on their Mental Health and Design and Implement Strategies to Promote their Mental Health.*** The objectives of this project are to determine the mental health issues faced by East Indian female students, as defined by women youth of East Indian origin in one local high school within the Hamilton-Wentworth Region; determine their stated contextual experiences, both at home and at work, and how they perceive it to affect their mental health; and determine a course of action, as defined by the group, that will promote their mental health.

Two data gathering methods will be used, depending on the granting of permission by the group. First, each group session will be audiotaped and the tapes transcribed into written form. Second, a pre and post focus group survey will be conducted.

The sought outcome for group participants is to empower them through knowledge creation and creative action resulting from: self-identification of issues contributing to their mental health; self-identified and applied methods of promotion of mental health including personal and community-based actions.

V COMPLETED RESEARCH PROJECTS FUNDED BY MRCPOWH

Gina Dimitropoulos submitted a Masters thesis to the School of Social Work entitled **Women, Body Image and Food: Community Based Initiatives.**

Christine Kent submitted a thesis to the Programme of Gerontology entitled **How The Work of Community Nurses Affects Their Health and Safety**.

Basanti Majumdar submitted the final report of the research proposal entitled **Development and Testing of an Interview Guide: Interview Guide of Stress Indicators for Immigrant, Refugee and Minority Women.** This project was part of the larger study "Management of Family and Workplace Stress Experienced by Women of Colour". A working paper is in progress and will be available shortly.

Elizabeth McDonnell submitted a thesis to the Programme of Gerontology entitled **Volunteer Workers and The Home Health Care Field**.

Chris Sinding submitted a Masters thesis to the School of Social Work entitled **Supporting a Lesbian with Breast Cancer: Weaving Care Outside 'Family'**.

Christine Walsh's summary of the project, ***Young Mothers Social Support***, is being prepared for submission for the Master's of Social Work.

Copies of research theses and reports are available for consultation at the office of MRCPOWH, KTH 226A.

VI RESEARCH ACTIVITIES OF RESEARCH AFFILIATES

Vera Chouinard is a member of the University Accommodation Procedures Committee and has helped to draft new Accommodation Procedures Guidelines to assist in the accommodation of employees with special needs. Also, at the Canadian Association of Geographers '95, she chaired a session on Women's Health, was a discussant for two special sessions on research in Feminist Geography; and at the Association of American Geographers '95, she was a panelist in a special session on **Postmodernism and Geographic Thought**, and spoke on developments in Feminist Geography.

Christel Woodward recently attended Evaluation '95, a joint meeting of the American, Canadian, European and Australian Evaluation Association in Vancouver, B.C. where she presented a paper on **The Evaluation of the New Maternal Serum Screening Programme (MSS)** in the province of Ontario from the perspective of health care providers. Christel also attended the North American Primary Care Research Group (NAPCRG) meetings in Houston and along with her colleagues presented papers related to MSS. While at NAPCRG meetings, she presented a poster session entitled ***"How Children Affect the Work***

Activities of Male and Female Primary Care Physicians: An Examination of their Impact on Professional and Unwaged Work". May Cohen, Barbara Ferrier, and A. Paul Williams were co-authors of this poster. A paper, upon which the poster was based, has been accepted for publication by the *Canadian Family Physician.*

VII TRAINING OF GRADUATE STUDENTS

Karen Barber (Sociology), ***Elizabeth Graham*** (Sociology), ***Jacqueline Low*** (Sociology), ***Nazilla Khanlou*** (Faculty of Health Sciences) and ***Julia Shelley*** (English) are working on individual MRCPOWH research projects. See Current Research Projects and New Projects of Graduate Students.

VIII PUBLICATIONS

* Vera Chouinard **"Structure and Agency: contested concepts in Human Geography"** in C. Earle and M., Kenzer eds. *Concepts in Human Geography* (forthcoming).

* Vera Chouinard "**Gender and Class Identities in process and in place: local state as a site of gender and class formation"**, *Environment and Planning A* (forthcoming 1995).

* Vera Chouinard Review of N. Blomley's 1994 **Law, Space and Geographies of Power**, Version 1, *Growth and Change* (forthcoming) ; Version 2, *Antipode* (forthcoming).

* Vera Chouinard **"Reinventing Radical Geography: Is What's Left Right?"**, guest editorial commentary, *Environment & Planning D: Society and Space* 12:1, pp. 2-6.

* Nora Gold discusses **"Barriers to Women Taking Religious Leadership"** in *Jewish Women Speak Out*, The First International Conference on Judaism, Feminism and Psychology: Creating A Shelter in the Wilderness. Order by contacting: Canopy Press, P.O. Box 45252, Seattle, WA 98146. Fax (206) 933-9790.

* M. Hajdukowski-Ahmed, *"Manushi*, **Voices of Women in India: Conversion or Conversation?"**, in *Dialogue and Cultural Criticism*, ed. C. Thomson, London: The University of Western Ontario, Mestengo Press, 1995.

* M. Hajdukowski-Ahmed, **"Bakhtin Without Borders: Dialogism and the Social Sciences. Participatory/Action Research in a Culturally Diverse Context"**, *Bakhtine: an Anthology*, ed. P. Hitchcock, Cambridge University Press, 1996 (forthcoming).

* M. Hajdukowski-Ahmed **"Heath Promotion in a Multicultural Context: Epistemological, Ethical and Political Considerations"**, special issue of *Resources in Feminist Research*, Editor. Pat Daenzer and V. Agnew, Spring 1996 (forthcoming).

* Marilyn Lee, Jocelyn Hezekiah & Derek Watters (1995), **"Rural Women and Power in Pakistan"**. *Health Care for Women International,* 6(2):125-133.

* Vivienne Walters and Margaret A. Denton, **"The Social Production of Stress, Depression and Tiredness Among Women"**. *Canadian Review of Sociology and Anthropology* (forthcoming).

* Vivienne Walters, Rhonda Lenton & Marie McKeary, **Women's Health in the Context of Women's Lives**, *Health Canada*, 1995.

* Y. Arbak, H. Kabasakal, A. E. Katrinli, O.Ozmen, & I.U. Zeytinoğlu, **"Women Managers in Turkey: The Impact of Personality and Management Styles,"** *Journal of Management Systems* (forthcoming).

* I.U. Zeytinoğlu, **"Telework: Key Managerial Factors,"** *Proceedings of the XXXII and Canadian Industrial Relations Association Conference*, 1995, Montreal (forthcoming).

* I.U. Zeytinoğlu, and Jeanne Norris, **"Global Diversity in Employment Relationships: A Typology of Flexible Employment,"** *Proceedings of the Xth International Industrial Relations Association Conference*, 1995, Washington, D.C.

IX WORKSHOPS PLANNED

Tuesday, **January 23rd**, 12:30 to 2:00 p.m., KTH 705 **Kathleen Cruttenden**, Ph.D., School of Urban & Regional Planning and Program of Gerontology, University of Waterloo, will facilitate a workshop on ***"Participatory Planning with An Aging Population for Policy Making"***.

Karen Messing, (Université du Québec à Montréal) will be a Visiting Scholar at McMaster. She will present public lectures co-sponsored by the Labour Studies Programme and MRCPOWH on Monday, **February 5,** H.Sc-1A6, at 7:00 pm and Tuesday, **February 6,** MGD-505, at 2:30 pm. She is a leading authority in the field of women's occupational health.

Tuesday, **March 19th**, 12:30 to 2:00 p.m., KTH 705 **JoAnn Kingston-Riechers,** Ph.D. student, Department of Economics, McMaster University, will facilitate a workshop on the ***"Selected Estimates of the Costs of Violence Against Women"***. She is working on the economic impact of domestic violence.

WE CONNECT .....

We congratulate ***Kathleen Cruttenden***, the Workshop facilitator, for successfully defending her thesis on Dec. 8th at U of Waterloo, School of Urban and Regional Planning, and Program of Gerontology. The title of her dissertation is **The Policy Analysis of Ontario's Long-Term Care Reform based on moral political theory, expert knowledge and experience of ADRD caregivers and LTC Planners**. Kathleen has obtained her M.Sc. in H.Sc. from McMaster in psychogeriatrics.

We also congratulate the community partners and friends of MRCPOWH on being honoured by the *Mayor's Committee Against Racism and Discrimination*: **the Cultural Interpreting Services of Wesley Urban Ministries** and **Renee Albrecht** and staff from the **Women's Book Stop**.

Maroussia Hajdukowski-Ahmed was a member of the Final Selection Interview Panel of the Hamilton-Wentworth Regional Police, Nov. 1995. She continues serving as a member of the Advisory of the McMaster Health Reach Programme and was a member of the Advisory of McMaster International (Semester I).

Mary O'Connor continues to be a corresponding member of the Canadian Public Health Association Perspectives on Health Promotion project. She also continues on the Evaluation Committee of the Hamilton Wentworth Community Action for Children Program. Mary presented a talk on ***Women with Multiple Sclerosis*** to the second-year medical students, McMaster University.

Işık Urla Zeytinoğlu was invited to an informal meeting on Dec. 4, 1995, with the Task Force preparing revisions to Canada Labour Code to discuss her research results on nonstandard employment and give guidance on the impact of the legislation on nonstandard workers.

WORKING PAPER SERIES

MRCPOWH working papers are now available at the Centre, KTH 226A, at a cost of $3.00 each. Please make cheque payable to McMaster University.

#1. **"A Theoretical and Methodological Framework for Research on Women, Work and Health"** by Margaret Denton, Maroussia Hajdukowski-Ahmed, Mary O'Connor, Karen Williams, and Işık Urla Zeytinoğlu.

#2. **"Women and Multiple Sclerosis: Models, Needs and (Support) Services"** by Catherine Hopwood., September 1994.

#3. **"Women with Disabilities and Positive Work Environments: A Literature Review"** by V. Chouinard, M. Denton, M. Westmorland, and I.U. Zeytinoğlu with the assistance of D. Behnke-Cook.

#4. **"Towards Indigenous Notions of Women's Empowerment in India"** by Karen Trollope will be available shortly.

If you are working on a topic related to Women/Work (paid/unpaid) and Health (physical, mental, spiritual), using a qualitative approach, send a copy of your paper to MRCPOWH. MRCPOWH can also consider the same paper for publication in its **Working Paper Series.**

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EDITOR of PROMOTING WOMEN'S WELLNESS
Maroussia Hajdukowski-Ahmed, with the collaboration of **Ann Greene**.

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Karen Messing, Ph.D.

(Cinbiose, Université du Québec à Montréal)

"Describing the Invisible: Problems of the Teachers, Bank Tellers and Receptionists"

Monday, February 5, 1996 at 7:00 p.m.
Health Sciences -1A6, Ewart Angus Centre

and

"Light Work: A Heavy Burden for Women Workers"

Tuesday, February 6, 1996 at 2:30 p.m.
MGD-505, Michael DeGroote School of Business

Presented by The Labour Studies Programme
Co-sponsored by the McMaster Research Centre for the Promotion of Women's Health and Programme for Research on Occupational Safety & Health

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JOANN KINGSTON-RIECHERS

Ph.D. Student
Department of Economics, McMaster University

"SELECTED ESTIMATES OF THE COSTS OF VIOLENCE AGAINST WOMEN"

Workshop #15

Tuesday, March 19, 1996 at 12:30 p.m.
Kenneth Taylor Hall, Room 705

Presented by the McMaster Research Centre for the Promotion of Women's Health

ALL ARE WELCOME